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TR-79-B3

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A Survey of USAREUR Entry Level Skills  
of the 11B Infantryman

by

Benjamin Bonner  
GENERAL RESEARCH CORPORATION

May 1979

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Unit Training in  
USAREUR

9 Technical Report, TR-79-B3

6 A SURVEY OF USAREUR ENTRY LEVEL SKILLS  
OF THE 11B INFANTRYMAN,

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## A SURVEY OF USAREUR ENTRY LEVEL SKILLS OF THE 11B INFANTRYMAN

### BRIEF

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#### Requirement:

To examine the extent to which recent AIT graduates, newly assigned to USAREUR infantry units, possessed primary combat arms skills. *was investigated.*

#### Procedure:

Skill levels of randomly selected 11B infantrymen just out of BCT/AIT were assessed by four methods. The men were administered a self-assessment inventory, a written skills qualification test, and a hands-on skills qualification test which covered some or all the 54 individual soldier tasks<sup>1</sup> on which they received training during their BCT/AIT training cycle. Randomly selected squad and platoon leaders, NCOs and officers, were also asked to assess the deficiencies of incoming 11B personnel, and the difficulty in teaching the 54 tasks to soldiers in their unit. In addition, leaders reported when new personnel performed MOS tasks in the unit, the events or exercises during which these tasks are performed, and what changes should be made at the schools in regard to the training on the individual tasks. Comparisons were made of the results from the four methods of skill assessment: self-assessment, leader assessment, written test, and hands-on test.

#### Findings:

The majority (61 to 98%) of incoming 11B soldiers recalled being trained and tested on 50 of the 59 individual soldier tasks listed in the draft FM during their BCT/AIT training cycle. Although the four methods of evaluating skill deficiency varied somewhat in their assessment, they all indicated that upon arrival in USAREUR units the 11B soldier cannot perform "to standard" all tasks on which he was trained to standard.

Written and hands-on test results indicated that skill levels of new arrivals are overestimated by individuals and supervisors.

Results from available hands-on and written tests showed very little relationship to one another.

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<sup>1</sup>Draft FM7-11B/C/CM "11B/11C Infantryman Commanders Manual," U.S. Army Infantry School, undated (version available in July 1977). All references to the FM in this report are to this draft.



Ability to perform psychomotor-dominant tasks on the hands-on test was much greater than those requiring more information retention.

The majority of the individual tasks are performed during the first three months of the soldier's stay in a unit, during such exercises or events as ARTEP, SQT, EIB, and REALTRAIN. However, some soldiers might be in a unit six months or longer before they perform some of the individual tasks.

Squad and platoon leaders did not propose any major changes in the number of tasks taught in BCT/AIT, but they did indicate a need for improved training by the school. Leaders reported a heightened training burden due to the poor quality of skills possessed by recent AIT graduates.

To retrain 11B infantrymen so that they may perform MOS skills to standard on the majority of individual tasks was considered an "easy" to "moderately difficult" job by most supervisors, but the number of tasks and the number of individuals to be retrained represented a very high training load for the units.

#### Conclusions:

The inability of new 11B personnel to perform tasks trained to Skill Level 1 standard in BCT/AIT appeared to be a function of lack of retention rather than lack of training.

If skills are to be retained to standard until arrival in units, BCT/AIT training will have to employ increased schedules of reinforcement for selected skills (e.g., repeated testing and refresher training during BCT/AIT).

Initial training to standards (i.e., one time) for various types of tasks in BCT/AIT should be examined to determine its value in facilitating subsequent retraining in units. That is, is it significantly easier to retrain certain types of tasks in units than to have to conduct initial training or is there no difference?

If the tasks covered in BCT/AIT are re-examined, consideration should be given to including some combination of the following as selection parameters:

- Value to the units in terms of facilitating subsequent retraining.
- Need for insuring retention and ability to perform upon arrival in the unit.
- Retentive potential of the task based on cognitive/psychomotor content.

The extent and nature of the role of retention in the problem has neither been fully explored nor adequately communicated to the receiving units. Unit training personnel expect to receive personnel that can perform those tasks listed in the Commanders Manual as Skill Level 1 trained in BCT/AIT. When the newly arrived soldier cannot perform at the expected skill level, unit personnel assume that they were either not trained or poorly trained.

The use of written tests to gauge performance must be much more carefully controlled as the validity of such tests appears highly varied by type of task.

A SURVEY OF USAREUR ENTRY LEVEL SKILLS OF THE 11B INFANTRYMAN

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TABLE OF CONTENTS

Title	Page
INTRODUCTION . . . . .	1
Objectives . . . . .	2
METHODS . . . . .	3
Sample . . . . .	3
Instrumentation and Procedures . . . . .	3
RESULTS . . . . .	4
Pre-Unit Training and Assessment . . . . .	4
BCT/AIT Training . . . . .	5
Self versus Leader Assessment . . . . .	5
Written Test . . . . .	14
Hands-On Test . . . . .	15
Leader Perception of Training . . . . .	18
Pre-Unit Training Responsibility . . . . .	18
Performance of Tasks in the Unit . . . . .	19
Training in the Unit . . . . .	19
CONCLUSIONS . . . . .	25
APPENDICES	
Appendix A Self-Assessment Inventory and Summary of Responses . . . . .	33
Appendix B Squad and Platoon Leader Questionnaire Instructions . . . . .	43
Appendix B1 Summary of Resources on Percentage of Soldiers Performing to Standard, Difficulty in Teaching Task, and Time Before Soldiers Must Perform Tasks . . . . .	45
Appendix B2 Events in Which Soldier Must Perform and Tasks to be Deleted . . . . .	53
Appendix B3 Comments and Suggested Tasks by Squad and Platoon Leaders . . . . .	61

## List of Tables

	Page
1. Self Estimate of Training and Testing To Standard in BCT/AIT . . . . .	6
2. Estimated Percentage of Incoming 11B Infantrymen That Can Perform Soldier Tasks To Standard . . . . .	11
3. Percentage of 11B Infantrymen That Can Perform Tasks To Standard As Assessed by Self, Leaders, And Written Test . . . . .	15
4. Percentage of 11B Infantrymen That Can Perform Tasks to Standard As Assessed By Self, Leaders, and Hands-On Test . . . . .	17
5. Estimated Time in Unit Before Soldier Must Perform Tasks . . . . .	20
6. Estimated Difficulty in Training New Arrivals . . . . .	26



## A SURVEY OF USAREUR ENTRY LEVEL SKILLS OF THE 11B INFANTRYMAN

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### INTRODUCTION

USAREUR is currently encouraging its individual units to achieve sustainment of training with decentralization serving as the essential means for achieving this goal. Sustainment, which is necessary to the USAREUR missions, refers to the maintenance of combat skills at a specified level of proficiency which is needed to support an instant response capability. In order to achieve this goal, every commander/training manager must develop, implement, and manage an effective and efficient training program within his unit.

One of the areas of continuing concern to the development of improved training management is an accurate specification of the training requirements that must be satisfied. In this regard, the ARI Field Unit, USAREUR, has undertaken to systematically review and update training requirements for specific types of USAREUR units in order to support improved training management.

The study results presented in this report deal with one aspect of the analysis of USAREUR infantry battalion training requirements, that associated with the entry level skills of personnel received from the training centers in CONUS. Although the extent of skills possessed or not possessed by such personnel has been a continuing issue of concern to USAREUR, discussions regarding this issue have been hampered by a lack of common understanding about what is intended to be produced by, and what is expected from, CONUS training centers.

The soldier with a military occupational specialty (MOS) of basic infantryman (11B) receives his initial pre-unit training during the two-phase Basic Combat Training/Advanced Individual Training cycle (BCT/AIT) or during One Station Unit Training (OSUT). The BCT/AIT cycle usually consists of 16 weeks of training while the OSUT has shortened the training time to approximately 12 weeks.

According to the draft Commander's Manual (FM 7-11B/C/CM) produced by the U.S. Army Infantry School, the 11B Infantryman is to be trained to a specified skill level (standard) in 59 individual soldier tasks while at BCT/AIT or OSUT. Training on the five tasks related to the 106 mm Recoilless Rifle has been discontinued at the centers for several training cycles, however, leaving a total of 54 tasks which the soldiers are being trained in at present. These individual soldier tasks serve as the "building blocks" or foundation upon which sustainment and additional training is dependent. Thus, the battalion commander/training manager must take into account the quality of this training in order to improve his training program.

Training is intended to raise an individual's skills in a specific task to an acceptable level of performance. Several factors have been found to effect an individual's level of performance on combat arms tasks.<sup>1</sup> One of these factors appears to be refresher training. If an individual receives no training between initial training and testing and later subsequent testing, the follow-up test results will probably be significantly lower than the initial test results. Practice of the task trained for also effects performance. For example, an individual may receive training a number of times but may be locked into a job that does not allow him/her to practice the actual task, i.e., rifleman working as mail clerk. Other factors suggested include time, training media, and retention of content. If indeed the pre-unit training programs are not preparing soldiers for utilizing individual skills within units, then the unit commander must be able to assess skill deficiencies in as efficient a manner as possible and plan his training program accordingly. In turn, he should be able to provide the training centers with objective feedback on level of expertise exhibited by recent graduates assigned to his unit so that adjustments can be made at the centers.

#### Objectives

Given this background, the primary objective of the present study was to examine the extent to which incoming USAREUR soldiers in infantry units possess primary combat arms skills. More specifically, the study was concerned with (1) the percentage of incoming soldiers able to perform each soldier task to standard; (2) the difficulty in teaching each task at the unit level; (3) how soon after arrival in the unit must the soldier perform the tasks; (4) during which events or exercises are the tasks performed; (5) which tasks should be deleted from the pre-unit training programs; and (6) what tasks, other than the original 54, should a newly arrived soldier be able to perform.

This study was initiated as one effort to improve the definition of the problem described above. Other more extensive efforts are being conducted both within ARI and by agencies such as the USAIS and ATB. In this particular effort the research was limited to that data which could be obtained on a non-interference basis from a variety of USAREUR sources. No CONUS based testing was conducted. However, the results will have utility to agencies planning to conduct future studies in retention of BCT-AIT or OSUT skills.

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<sup>1</sup>Leonard, R. L., Wheaton, G., and Cohen, F. Transfer of Training and Skill Retention. ARI Technical Report TR-76-A3.

## METHODS

### Sample

Sample selection was achieved in the manner described below in order to (1) obtain a representative sample and (2) facilitate follow-up data collection in the battalion at a later date. Four of the five USAREUR division level replacement detachments were selected as primary targets while the fifth served as a backup. All subjects were drawn from the two replacement detachments in V Corps (8ID, 3AD) and the two in VII Corps (1AD, 3ID). Subjects were drawn at random from all new personnel coming from BCT/AIT and processing through the selected replacement detachments during a one month period.

The sample in this study consisted of 109 male enlisted personnel ranging in age from 17 years to 30 years with a mean age of approximately 18 1/2 years. After processing through the replacements the subjects were assigned to eighteen battalions within the four divisions. The number of subjects assigned to a battalion ranged from two to fifteen.

### Instrumentation and Procedures

Although the commander/training manager is not directly responsible for measuring the effectiveness of pre-unit training programs, he must evaluate their output in order to develop and optimize his own training program. Typically, commanders utilize the most expedient method available, i.e., a test, personal observations, supervisor ratings, self-assessment, etc. The following is a description of some of the methods available to commanders and which were also used to collect data for this study.

The original instrument used in this study was a self-assessment inventory. It consisted of three questions about each of the 59 individual soldier tasks listed in FM 7-11B/C/CM and described in detail in FM-7-11B 1. Each 11B infantryman should receive training to standard on 54 of these tasks while in BCT/AIT. Although training has been discontinued on five of the fifty-nine tasks they were left in the inventory as a reliability indicator.

The first question on the self-assessment inventory asked the soldier whether or not he had received training on each of the 59 tasks. If he received training, he was asked to indicate if he had received a "go" or "no go" on subsequent testing. The third question asked him if he could perform each task today to the standards described in the Soldiers Manual without additional training.

The inventory was administered to subjects in groups ranging in size from five to fifteen individuals. Administration took place at the division level replacement detachment within five days of the subjects' arrival from



CONUS. Each task with its conditions and standards, as described in FM 7-11B1, was projected on a screen and read by the administrator. The subjects were allowed and encouraged to ask clarifying questions about each task before responding to the questions listed above. The entire procedure took approximately fifty minutes. The inventory and a summary of the responses are presented in Appendix A.

The second measurement instrument employed was a short form of the written component of a skill qualification tests developed by one battalion and very comparable to similar tests developed by other battalions. A comparison of this test and the actual written skills qualification test produced by the Army revealed a number of similarities such as introduction, instructions, format, tasks, and answer sheets. The written test used is not included in this report for control purposes since it approximates the official written test. The test used for this study included twenty-five units or individual tasks with from one to five questions about each task for a total of sixty-five questions.

This test was also administered in a small group setting to a subsample of the original sample. Administration took place at their respective battalions within two to six weeks of the subjects arrival in USAREUR. Total administration time was forty-five minutes.

A small subsample also participated in the administration of the Hands-On Component of the SQT within one to four weeks of their arrival in the unit. For a description of this test and its procedures see DA Pamphlet No. 350, "SQT: A Guide for Leaders."

The fourth instrument used in this study consisted of a questionnaire administered to squad and platoon leaders, NCO and officer. The questionnaire consisted of six questions relative to the fifty-four soldier tasks listed in FM 7-11B/C/CM. The questionnaire and a summary of the responses to the questions are presented in Appendix B.

The questionnaire was administered to 68 squad and platoon leaders from fourteen battalions approximately four to six weeks after the 11B infantry subjects arrived in their units. The average time to complete the questionnaire was ninety minutes.

## RESULTS

### Pre-Unit Training And Assessment

This section presents information on estimates of the ability of 11B personnel newly assigned to USAREUR units to perform the individual soldier tasks on which they were trained during BCT/AIT.



BCT/AIT Training. The Commander's Manual (FM 7-11B/C/CM) states that each 11B Infantryman is trained on 59 individual soldier tasks during his BCT/AIT training cycle. Table 1 indicates that for some tasks as few as 10% of the subjects recalled having received training while for other tasks 97% of the subjects recalled receiving training. Also, fewer than 5% reported receiving a "no-go" on testing after completion of training.

Comparison of individual items on Table 1 shows that 75% or more of the subjects received training and a "go" on 44 of the 59 tasks. Seventy percent or less received training and a "go" on the remaining tasks. The individual tasks within a group or unit such as the five included under "basic individual combat techniques" tend to show the same basic trends in regard to the number of subjects indicating "training and a go", "training and a no-go", "no-training", and "not sure".

The tasks on which the largest number of subjects (85 to 97%) received training and a "go" were those grouped under "M16A1 Rifle". In addition, 1% or less indicated they received training with a no-go on testing, 2% or less were not sure, and 3% or less said they had received no training. Other groups of tasks showing similar trends included NBC; Physical Fitness; Basic Individual Combat Techniques; Camouflage, Cover, and Concealment; Security and Intelligence: M203 Grenade Launcher; LAW: Handgrenades; and Mines. Within the two task groups of First Aid and M60-MG noticeable differences are apparent. On the task "application of four life saving measures" 96% received training and a go while 1% indicates a no-go and 3% were not sure. However, on the task "application of first aid measures for burns" only 60% checked training and a go, 1% a no-go, 14% not sure, and 25% indicated they had received no training. On the M60-MG only 2 to 5% of the subjects indicated they had not been trained on three of the tasks while 22% said they had received no training on a fourth task, zeroing an M60-MG.

As can be seen in Table 1, the individual soldier tasks in "Communications", and "Caliber .45 Pistol" show similar trends on the various responses, but are quite different from the other groups. For example, of the four individual soldier tasks grouped under communications the largest number of subjects (65%) received training and a go on how to "prepare and operate tactical FM radios" while the smallest number (37%) indicated training and a go on how to "establish and enter or leave a radio net." For the three individual tasks under Caliber .45 Pistol the percentage of subjects indicating that they received training and a go was from 9 to 10%. Also on these tasks 1% checked training and a no-go, 2% were not sure, and 87 to 88% said they had received no training.

Self versus Leader Assessment. Table 2 provides a comparison between the incoming soldier's assessment of his own ability to perform the soldier tasks to standard and the squad and platoon leader's assessment. The table indicates that the 11B infantrymen's estimated performance upon arrival in their unit from BCT/AIT ranges from a high of 81% for some tasks to a low of 18% on other tasks.

Table 1

## SELF ESTIMATE OF TRAINING AND TESTING TO STANDARD IN BCT/AIT

TASK TITLE*	GO/NO GO			
	Training and a Go	Training and a No GO	No Training	Not Sure
BATTLEFIELD SURVIVAL	0	0	0	0
1. First Aid				
a. Apply the four live saving measures.....	96	1	0	3
b. Apply first aid measures for burns.....	60	1	25	14
2. Nuclear, Biological, Chemical				
a. Maintain protective mask and accessories.....	93	2	2	3
b. Put on protective mask .....	91	3	2	4
c. Take cover as protection against NBC hazards.....	85	0	5	9
d. Decontaminate self and individual equipment.....	81	4	7	8
e. Administer antidote to a nerve agent casualty.....	75	3	11	11
f. Identify NBC hazards and take appropriate actions.....	78	0	10	12
3. Individual Fitness				
a. Maintain individual physical fitness appropriate to unit mission.....	92	2	1	5
COMBAT TECHNIQUES				
1. Basic Individual Techniques				
a. Move under direct fire .....	89	3	4	4

\*The tasks listed in this and the following tables do not include the five 106M related tasks that have been discontinued in BCT/AIT. Percentages are based on 109 respondents.

Table 1 (cont)

## SELF ESTIMATE OF TRAINING AND TESTING TO STANDARD IN BCT/AIT

TASK TITLE	GO/NO GO			
	Training and a Go	Training and a No Go	No Training	Not Sure
b. React to indirect fire	90	3	2	5
c. React to flares	95	1	1	3
d. Move over, through or around obstacles	88	2	4	6
e. Estimate range	78	6	9	7
f. Move as a member of a fire team	96	2	0	2
2. Camouflage, Cover, and Concealment				
a. Camouflage, Conceal self and individual equipment	92	2	2	4
b. Camouflage/Conceal equipment	84	3	7	6
c. Camouflage/Conceal defensive positions	89	1	5	5
d. Select temporary battlefield positions	84	3	5	8
e. Construct individual defensive positions	89	1	5	5
f. Clear fields of fire	84	1	5	10
3. Security and Intelligence				
a. Use challenge and password	94	2	2	2
b. Process known or suspected enemy personnel	81	2	7	10
c. Collect/Report information - SALUTE	95	1	2	2
d. Recognize vulnerabilities of enemy armor to individual (M16A1) and M203 and crew served (M60) weapons	81	1	10	8

Table 1 (cont)

## SELF ESTIMATE OF TRAINING AND TESTING TO STANDARD IN BCT/AIT

TASK TITLE	GO/NO GO			
	Training and a Go	Training and a No Go	No Training	Not Sure
4. Communications	0	0	0	0
a. Maintain tactical FM radios (AN/PRC-77, AN/VRC-64, and AN/GRC-160).....	53	1	33	13
b. Prepare, operate tactical FM radios (AN/PRC-77, AN/VRC-64, and AN-GRC-160).....	65	2	22	11
c. Establish and enter or leave a radio net.....	37	4	38	21
d. Transmit or receive a radio message .....	54	3	31	12
WEAPONS				
1. M16A1 Rifle				
a. Maintain a M16A1 rifle, magazines and ammunition.....	97	1	0	2
b. Load and unload an M16A1 rifle magazine.....	95	1	3	1
c. Load, reduce a stoppage, unload, and clear an M16A1 Rifle.....	96	1	2	1
d. Zero an M16A1 rifle .....	97	1	0	2
e. Engage targets with an M16A1 rifle.....	97	0	1	2
f. Prepare and use aiming and firing stakes for M16A1 rifle.....	88	1	4	7
2. M203 Grenade Launcher				
a. Maintain an M203 grenade launcher and ammunition.....	88	2	5	5
b. Load, unload and clear an M203 grenade launcher.....	91	1	4	4
c. Engage targets with an M203 grenade launcher and apply immediate action to reduce a stoppage.....	82	3	7	7



Table 1 (cont)

## SELF ESTIMATE OF TRAINING AND TESTING TO STANDARD IN BCT/AIT

TASK TITLE	GO/NO GO			
	Training and a Go	Training and a No Go	No Training	Not Sure
3. Light Antitank Weapon (LAW)				
a. Prepare an M72A2 LAW for firing; restore M72A2 LAW to carrying configuration.....	94	1	3	2
b. Engage targets with an M72A2 LAW.....	87	3	5	5
c. Apply immediate action to correct a malfunction on M72A2 LAW.....	88	3	5	4
4. Caliber .45 Pistol				
a. Maintain a caliber .45 pistol and ammunition.....	10	1	87	2
b. Load, reduce a stoppage, unload and clear a caliber .45 pistol.....	9	1	88	2
c. Engage a target with a caliber .45 pistol.....	9	1	88	2
5. M60 MG				
a. Load, reduce stoppage, unload, and clear an M60 machinegun.....	93	3	2	2
b. Engage targets with an M60 machinegun.....	86	4	5	5
c. Maintain an M60 machinegun and ammunition.....	83	3	5	9
d. Zero an M60 machinegun .....	64	3	22	11
HANDGRENADES MINES AND DEMOLITIONS				
1. Handgrenades				
a. Maintain handgrenades .....	85	1	9	5
b. Engage enemy targets with handgrenades.....	97	1	0	2

Table 1 (cont)

## SELF ESTIMATE OF TRAINING AND TESTING TO STANDARD IN BCT/AIT

TASK TITLE	GO/NO GO			
	Training and a Go	Training and a No Go	No Training	Not Sure
2. Mines				
a. Install/recover an electrically armed claymore mine.....	87	5	5	3
b. Fire a claymore mine .....	82	2	12	4
c. Detect enemy mines .....	78	3	12	7
d. Emplace and recover M16A1 AP and M21 AT mines.....	70	4	15	11

**Table 2**  
**ESTIMATED PERCENTAGE OF INCOMING 11B INFANTRYMEN**  
**THAT CAN PERFORM SOLDIER TASKS TO STANDARD**

Task Title	Self Assessment (N=109)	Leader Assessment (N=68)
<b>BATTLEFIELD SURVIVAL</b>		
1. First Aid		
a. Apply the four life saving measures	59	59
b. Apply first aid measures for burns	32	56
2. Nuclear, Biological. Chemical		
a. Maintain protective mask and accessories	71	51
b. Put on protective mask	73	82
c. Take cover as protection against NBC hazards	56	54
d. Decontaminate self and individual equipment	51	48
e. Administer antidote to a nerve agent casualty	46	56
f. Identify NBC hazards and take appropriate actions	49	38
3. Individual Fitness		
a. Maintain individual physical fitness appropriate to unit mission	67	82
<b>HANDGRENADES MINES AND DEMOLITIONS</b>		
1. Handgrenades		
a. Maintain handgrenades	62	49
b. Engage enemy targets with handgrenades	71	61
2. MINES		
a. Install/recover an electrically armed claymore mine	62	44
b. Fire a claymore mine	65	58
c. Detect enemy mines	44	30
d. Emplace and recover M16A1 AP and M21 AT mines	36	23

Table 2 (cont)

ESTIMATED PERCENTAGE OF INCOMING 11B INFANTRYMEN  
THAT CAN PERFORM SOLDIER TASKS TO STANDARD

Task Title	Self Assessment (N=109)	Leader Assessment (N=68)
WEAPONS		
1. M16A1 Rifle		
a. Maintain a M16A1 rifle, magazines and ammunition	78	80
b. Load and unload an M16A1 rifle magazine	81	88
c. Load, reduce a stoppage, unload, and clear an M16A1 rifle	74	77
d. Zero an M16A1 rifle	72	70
e. Engage targets with an M16A1 rifle	77	77
f. Prepare and use aiming and firing stakes for M16A1 rifle	61	50
2. M203 Grenade Launcher		
a. Maintain an M203 grenade launcher and ammunition	59	56
b. Load, unload and clear an M203 grenade launcher	65	61
c. Engage targets with an M203 grenade launcher and apply immediate action to reduce a stoppage	59	49
3. Light Antitank Weapon (LAW)		
a. Prepare an M72A2 LAW for firing; restore M72A2 LAW to carrying configuration	79	64
b. Engage targets with an M72A2 LAW	68	61
c. Apply immediate action to correct a malfunction on an M72A2 LAW	68	49
4. Caliber .45 Pistol		
a. Maintain a caliber .45 pistol and ammunition	21	40
b. Load, reduce a stoppage, unload and clear a caliber .45 pistol	18	37
c. Engage a target with a caliber .45 pistol	21	42
5. M60 MG		
a. Load, reduce a stoppage, unload, and clear an M60 machinegun	62	44
b. Engage targets with an M60 machinegun	58	50
c. Maintain an M60 machinegun and ammunition	56	47
d. Zero an M60 machinegun	46	35



Table 2 (cont)

ESTIMATED PERCENTAGE OF INCOMING 11B INFANTRYMEN  
THAT CAN PERFORM SOLDIER TASKS TO STANDARD

Task Title	Self Assessment (N=109)	Leader Assessment (N=68)
COMBAT TECHNIQUES		
1. Basic Individual Techniques		
a. Move under direct fire	56	58
b. React to indirect fire	58	49
c. React to flares	71	53
d. Move over, through or around obstacles	64	63
e. Estimate range	40	46
f. Move as a member of a fire team	71	55
2. Camouflage, Cover, and Concealment		
a. Camouflage, conceal self and individual equipment	72	65
b. Camouflage, conceal equipment	65	61
c. Camouflage, conceal defensive positions	64	60
d. Select temporary battlefield positions	60	44
e. Construct individual defensive positions	67	50
f. Clear fields of fire	60	51
3. Security and Intelligence		
a. Use challenge and password	73	65
b. Process known or suspected enemy personnel	61	42
c. Collect/report information - SALUTE	72	47
d. Recognize vulnerabilities of enemy armor to individual (M16A1 and M203) and crew served (M60) weapons	51	36
4. Communications		
a. Maintain tactical FM radios (AN/PRC-77, AN/VRC-64, and AN/GRC-160)	28	30
b. Prepare, operate tactical FM radios (AN/PRC-77, AN/VRC-64 and AN-GRC-160)	35	33
c. Establish and enter or leave a radio net	27	24
d. Transmit or receive a radio message	37	34

The data indicates that the strongest area of performance is on the six tasks related to the M16A1 Rifle. Leaders suggest that from 70% to 80% of incoming 11B personnel can perform to standard on five of the six tasks while the subjects' responses indicate that from 72% to 81% of this group can perform to standard on the same tasks. Leaders and subjects indicate that a lower number (61% and 50% respectively) are capable of preparing and using aiming and firing stakes for the M16A1 rifle.

The two areas estimated by the 11B infantryman to be the weakest are in communications and the Caliber .45 Pistol. The data in Table 2 indicates that only 27 to 37% of the incoming troops feel capable of performing to standard on the four tasks in the communications group while only 18 to 21% feel they can do as well on the Caliber .45 Pistol.

Comparison of the self and leader assessments on individual tasks show that the ratings are fairly consistent in the majority of cases. For example, the leaders estimate that 59% of the incoming 11B soldiers can perform to standard on the four life saving measures and 59% of the subjects also estimate they can perform this task to standard. On the other hand, there are a few exceptions such as applying first aid measures for burns or collecting and reporting intelligence information. In the first case the leader estimation is almost double the troop assessment (32% to 56%) and in the second it is approximately one-third lower (72% to 47%). Overall, the two sets of data follow similar trends as indicated by a correlation coefficient of .83,  $p < .000$ .

Written Test. Table 3 provides a three way comparison on the 25 units or tasks included in the written skills qualification test and self/leader questionnaires. Comparison of the mean percentages of self-assessment ( $\bar{X} = 59\%$ ), leader assessment ( $\bar{X} = 52\%$ ) and written test results ( $\bar{X} = 31\%$ ) indicates that self and leader assessments of skill are higher than written test results. Comparison of assessments on individual items shows that on six tasks of the written test results no one participant responded correctly to all questions within the units while the leader and soldier assessments indicate that 50% or more of the incoming 11B personnel could perform the tasks. Examples include "apply the four life saving measures," "prepare and use aiming and firing stakes for the M16A1 rifle" and "engage targets with an M72A2 LAW." With one exception, "selecting a temporary battlefield position," the written test results suggest that as few as 36% and as many as 100% of incoming 11B personnel may not be able to perform to standard on individual soldier tasks.

According to the 25 task written test the number of tasks that an incoming soldier can perform completely correct ranges from 1 to 13. The average number of correct tasks was 7 out of 25 tasks.

Hands-On Test. The data in Table 4 indicates that the subjects participating in the hands-on component of the skills qualification test failed worse on several tasks that would have been predicted from the

Table 3

PERCENTAGE OF 11B INFANTRYMEN THAT CAN PERFORM TASKS  
TO STANDARD AS ASSESSED BY SELF, LEADERS, AND WRITTEN TEST

Task Title	Self Assessment (N=109)	Leader Assessment (N=68)	Written Assessment (N=26)
1. Apply the four life saving measures	59	59	0
2. Take cover as protection against NBC attack	56	54	15
3. Administer antidote to a nerve agent casualty	46	56	0
4. Maintain protective mask and accessories	71	51	46
5. Camouflage/conceal self and individual equipment	72	65	54
6. Move over, through or around obstacles	64	63	46
7. Move under direct fire	56	58	12
8. React to flares	71	53	62
9. Select a temporary battlefield position	66	44	92
10. Construct individual defensive position	67	50	31
11. Camouflage/conceal defensive position	64	60	8
12. Process known or suspected enemy personnel	61	42	50
13. Transmit or receive a radio message	37	34	38
14. Use challenge and password	73	65	65
15. Load, reduce a stoppage, unload and clear M16A1 rifle	74	77	31
16. Zero an M16A1 rifle	72	70	0
17. Prepare and use aiming and firing stakes for the M16A1 rifle	61	50	0
18. Engage targets with an M203 grenade launcher and apply immediate action to reduce a stoppage	59	49	8
19. Maintain M203 grenade launcher and ammo	59	56	12
20. Hand grenades	71	61	0

Table 3 (Cont)

PERCENTAGE OF 11B INFANTRYMEN THAT CAN PERFORM TASKS  
TO STANDARD AS ASSESSED BY SELF, LEADERS, AND WRITTEN TEST

Task Title	Self Assessment (N=109)	Leader Assessment (N=68)	Written Assessment (N=26)
21. Fire a claymore mine	65	68	23
22. Detect enemy mines	44	30	42
23. Maintain a caliber .45 pistol and ammo	21	40	15
24. Apply immediate action to correct a malfunction on M72A2 LAW	68	49	54
25. Engage targets with an M72A2 LAW	68	61	0



Table 4  
PERCENTAGE OF 11B INFANTRYMEN THAT CAN PERFORM  
TASKS TO STANDARD AS ASSESSED BY SELF, LEADERS,  
AND HANDS-ON TEST

Task Title	Self Assessment (N=109)	Leader Assessment (N=68)	Hands-On Test (N=13)
1. Install/recover an electrically armed claymore mine; fire claymore.	64	51	8
2. Prepare an M7A2 LAW for firing; Engage targets.	74	63	58
3. Prepare/operate tactical FM radios.	35	33	8
4. Engage enemy with hand grenade.	71	61	83
5. Put on a protective mask.	73	82	46
6. Load reduce a stoppage, unload, and clear an M60	62	47	17

self-assessment or leader assessment. For example, only 8% of the subjects could install, fire, and recover an electronically armed claymore mine or prepare and operate tactical FM radios on the performance test while the other methods suggest that 33 to 64% could complete the tasks. On the other hand, 83% of the subjects received a "go" on engaging the enemy with hand grenades while estimates by the leaders and the individuals indicate that from 61 to 71% would be expected to receive a "go" on performance testing.

Only three tasks from the written test could be compared with the hands-on results, "prepare/operate tactical FM radios," "put on a protective mask," and "engage enemy with hand grenade." Thirty-eight percent of the individuals who took the written test got the first task correct while only 8% were able to perform it correctly on the hands-on test. The results on "engaging the enemy with hand grenade" were reversed. None of the participants got it correct on the written test while 83% got a "go" in performance on the hands-on test. This particular trend could be due to the validity of the items on the written test or the difficulty of the task. Performance of the hand grenade task calls for remembering more steps in addition to some psychomotor skills. Written test results were similar to hands-on results on the third item, use of a protective mask.

#### Leader Perceptions of Training

Results presented in this section are concerned with squad and platoon leader's perception of responsibility in pre-unit training programs, time in the unit before a new soldier must perform tasks, what events precipitate using the task skills, and the difficulty in bringing new 11B personnel up to performance standards on individual tasks.

Pre-Unit Training Responsibility. When asked to indicate if any of the 54 listed individual soldier tasks should be deleted from BCT/AIT or OSUT very few were selected by squad and platoon leaders. Five individuals felt that emplacing and recovering M16A1AP and M21AT mines should be done away with and four others felt the same about all three tasks related to the Caliber .45 Pistol. Another three thought that teaching the 11B soldier to maintain tactical FM radios should be deleted.

When asked about additional tasks that should be taught in the pre-unit schools a number of specific tasks were suggested. For example, a number of leaders felt that land navigation, weapons systems (TOW, DRAGON, etc.), hand-to-hand combat techniques, maintenance, and military courtesy should be added to the course content in BCT/AIT or OSUT. Others thought that more emphasis and training in the BCT/AIT cycle should be put on physical fitness, rifle marksmanship, recognition of the enemy, and combat arms tasks that are already being taught in the training centers.

In addition to these specific tasks, most of the squad and platoon leaders added comments that were often voiced during discussions after completion of the questionnaire. A major theme that was noted in many of the comments might be phrased in the following manner. "No new tasks should be added at the training schools, but every soldier that enters my unit should be able to perform to standard each of these tasks on which he has been trained." The comments also indicate that some of these squad and platoon leaders feel that the training centers are not adequately training the soldiers which places the burden of training on their shoulders. The comments reflect a continuing discrepancy between the units' perception of what they should be receiving in the way of trained personnel and what the training centers are able to provide.

Performance of Tasks in the Unit. Table 5 suggests that very few of the individual tasks are performed by the soldier within the first few days after his arrival in a unit. Many squad and platoon leaders (41 to 62%) indicated that physical fitness, putting on a protective mask, and those tasks related to the M16A1 rifle, with the exception of using stakes, are performed by the soldier shortly after arrival. From 10 to 38% of the respondents also estimate that the remaining 47 tasks are performed shortly after arrival. Table 5 shows, that for all tasks except detecting enemy mines and emplacing and recovering M16A1AP and M21AT mines, were estimated from 50 to 94% of the respondents as being within the first three months an individual is in the unit. On the other hand, the data suggests that some of the tasks are not performed until 6 months or even a year or more after the soldier arrives in a unit.

The events and exercises in which these tasks are performed in the unit vary slightly but in general are consistent across all tasks. According to the respondents, these events are the ARTEP, SQT, EIB, FTX, and REALTRAIN. The frequency at which these events were noted are 42, 39, 39, 35, and 19 times respectively. Appendix B2 contains a breakdown of the tasks by events.

Training in the Unit. The majority of the squad and platoon leaders indicated that almost every one of the 54 individual soldiers' tasks were easy to moderately difficult on which to bring the incoming 11B infantryman's performance up to standard. Table 6 indicates that it was easiest to bring the new personnel up to standard on the tasks of loading and unloading an M16A1 rifle magazine and putting on a protective mask. Ninety-three percent of the leaders said the first task was easy to retrain the individual on and 91% thought the second was easy. Thirty-six other tasks were rated as being easy to retrain new arrivals on by 50 to 85% of the leaders.

Emplacing and recovering AP and AT mines, detecting enemy mines, estimating range, and establishing and entering or leaving a radio net are the most difficult tasks to bring the individual up to standard on. Each one of these tasks was checked as being "very difficult" to teach by 23-24%

Table 5  
ESTIMATED TIME IN UNIT BEFORE SOLDIER MUST PERFORM TASKS

Task Title	Time in Unit				
	Upon Arrival	Within 1-3 mo.	Within 4-6 mo.	Within 6-12 mo.	After 12 mo.
<b>BATTLEFIELD SURVIVAL</b>					
1. First Aid					
a. Apply the four life saving measures	18*	47	22		
b. Apply first aid measures for burns	18	40		12	1
2. Nuclear, Biological, Chemical					
a. Maintain protective mask and accessories	34	44	13	17	1
b. Put on protective mask	51	37	9	8	0
c. Take cover as protection against NBC hazards				3	0
d. Decontaminate self and individual equipment	21	47	23	6	3
e. Administer antidote to a nerve agent casualty	22	49	19	6	4
f. Identify NBC hazards and take appropriate actions	28	43	19	4	6
3. Individual Fitness	16	41	19	18	6
a. Maintain individual physical fitness appropriate to unit mission	62	32	4	2	0
<b>COMBAT TECHNIQUES</b>					
1. Basic Individual Techniques					
a. Move under direct fire	13	60	18	9	0
b. React to indirect fire	10	54	21	13	2

\*The numbers presented here are percentages based on the frequency with which the squad and platoon leaders checked a response. The total sample size was 68.



Table 5 (cont)

## ESTIMATED TIME IN UNIT BEFORE SOLDIER MUST PERFORM TASKS

Task Title	Time in Unit				
	Upon Arrival	Within 1-3 mo.	Within 4-6 mo.	Within 6-12 mo.	After 12 mo.
c. React to flares	16	50	21	10	3
d. Move over, through or around obstacles	15	56	16	13	0
e. Estimate range	10	50	22	12	6
f. Move as a member of a fire team	23	53	16	6	2
2. Camouflage, Cover, and Concealment					
a. Camouflage, Conceal self and individual equipment	16	53	21	7	3
b. Camouflage, Conceal equipment	15	54	22	7	2
c. Camouflage, Conceal defensive positions	13	56	22	6	3
d. Select temporary battlefield positions	10	49	31	4	6
e. Construct individual defensive positions	19	41	25	5	10
f. Clear fields of fire	15	49	26	3	7
3. Security and Intelligence					
a. Use challenge and password	38	44	13	5	0
b. Process known or suspected enemy personnel	13	50	27	7	3
c. Collect/Report information-SALUTE	16	62	18	4	0
d. Recognize vulnerabilities of enemy armor to individual (M16A1 and M203) and crew served (M60) weapons	13	50	24	10	3
4. Communications					
a. Maintain tactical FM radios (AN/PRC-77, AN/VRC-64, and AN-GRC-160)	15	51	22	9	3

Table 5 (cont)

## ESTIMATED TIME IN UNIT BEFORE SOLDIER MUST PERFORM TASKS

Task Title	Time in Unit				
	Upon Arrival	Within 1-3 mo.	Within 4-6 mo.	Within 6-12 mo.	After 12 mo.
b. Prepare, operate tactical FM radios, (AN/PRC-77, AN/VRC-64, and AN-GRC-160)	0	0	0	0	0
	16	49	22	9	4
c. Establish and enter or leave a radio net.	18	44	22	12	4
d. Transmit or receive a radio message	22	48	18	9	3
WEAPONS					
1. M16A1 Rifle					
a. Maintain a M16A1 rifle, magazines and ammunition	57	37	4	0	2
b. Load and unload an M16A1 rifle magazine	60	34	6	0	0
c. Load, reduce a stoppage, unload, and clear an M16A1 rifle	44	50	6	0	0
d. Prepare and use aiming and firing stakes for M16A1 rifle	21	40	26	9	4
e. Zero an M16A rifle	44	38	16	2	0
f. Engage targets with an M16A1 rifle	41	40	16	3	0
2. M203 Grenade Launcher					
a. Maintain an M203 grenade launcher and ammunition	31	47	16	4	2
b. Load, unload and clear an M203 grenade launcher	27	48	13	9	3
c. Engage targets with an M203 grenade launcher and apply immediate action to reduce a stoppage	20	43	22	9	6

Table 5 (cont)

## ESTIMATED TIME IN UNIT BEFORE SOLDIER MUST PERFORM TASKS

Task Title	Time in Unit				
	Upon Arrival	Within 1-3 mo.	Within 4-6 mo.	Within 6-12 mo.	After 12 mo.
3. Light Antitank Weapon (LAW)					
a. Prepare an M72A2 LAW for firing: restore M72A2 LAW to carrying configuration	25	47	19	9	0
b. Engage targets with an M72A2	18	51	19	10	2
c. Apply immediate action to correct a malfunction on M72A2 LAW	18	51	24	7	0
4. Caliber .45 Pistol					
a. Maintain a caliber .45 pistol and ammunition	19	41	16	12	12
b. Load, reduce a stoppage, unload and clear a caliber .45 pistol	19	31	24	13	13
c. Engage a target with a caliber .45 pistol	13	32	25	15	5
5. M60 MG					
a. Load, reduce stoppage, unload and clear an M60 machinegun	22	44	25	5	4
b. Engage targets with an M60 machinegun	19	38	24	12	7
c. Maintain an M60 machinegun and ammunition	24	44	24	4	4
d. Zero an M60 machinegun	21	34	22	13	10
HANDGRENADES MINES AND DEMOLITIONS					
1. Handgrenades					
a. Maintain handgrenades	15	41	21	15	8

Table 5 (cont)

## ESTIMATED TIME IN UNIT BEFORE SOLDIER MUST PERFORM TASKS

Task Title	Time in Unit				
	Upon Arrival	Within 1-3 mo.	Within 4-6 mo.	Within 6-12 mo.	After 12 mo.
b. Engage enemy targets with handgrenades	18	40	22	16	4
2. Mines					
a. Install/recover an electrically armed claymore mine	12	44	25	16	3
b. Fire a claymore mine	22	37	25	12	4
c. Detect enemy mine	15	32	25	19	9
d. Emplace and recover M16A1 AP and M21 AT mines	13	24	32	16	15



of the leaders. Eighteen other tasks were noted to be very difficult to teach by 10% to 20% of the squad and platoon NCOs and officers. Table 6 also suggests that while some of the individual tasks within a group such as NBC are easy to retrain the new arrival on, others are more difficult. For example, 66% of the leaders perceive retraining the new soldier to take cover as protection against NBC hazards and to administer an antidote to a nerve agent casualty as "easy." On the other hand, only 28% think it is easy to retrain them to identify NBC hazards and take appropriate actions. Although the majority of the respondents perceive all 54 tasks as being from easy to moderately difficult to bring the new arrival up to standard on, the number of tasks in combination with number of personnel to be trained makes the retraining job of the units a very difficult one.

#### CONCLUSIONS

Due to the small number of subjects participating in the written and hands-on skill qualification tests the reader is encouraged to regard the conclusions presented below as tentative.

Incoming 11B infantrymen, just out of BCT/AIT, cannot perform to standard all of the tasks on which they have been trained. The deficit in skill level on most tasks appears to be due more to a drop in retention than a lack of training to standard on the tasks. The training centers are providing training on most tasks to nearly all of the new arrivals. Factors such as time, lack of practice, and no retraining on the tasks until an individual reaches the unit can account for the skill levels individuals have upon arrival in their units. Even after arriving in the unit an individual may be there up to 12 months or more before practicing or being tested on some tasks.

At some point in time the training on individual tasks will probably lose its value. Research needs to be conducted to determine the effects of initial training in the training centers on retraining in the units. At present, the unit training personnel consider the retraining or getting new personnel up to standard on most tasks to be moderately difficult to easy. That includes the tasks that most new arrivals have not received prior training on.

The method of assessing individual skill levels provides the user with different "scores". An individual's assessment of his skills appear to be as valid as the leader's assessment, but varies from written test results and hands-on test results. Written tests may not be valid measures of tasks that mainly require psychomotor skills, and those items which test knowledge of content or steps required in conducting task may not be valid measures of ability to perform a task to standard. The instruments used for assessing the deficiency of incoming personnel indicates varying degrees of proficiency and should be used by commanders in conjunction with each other or with other methods for evaluative purposes.

Table 6  
ESTIMATED DIFFICULTY IN TRAINING NEW ARRIVALS

Task Title	Easy	Moderately Difficulty	Very Difficult
BATTLEFIELD SURVIVAL			
1. First Aid			
a. Apply the four life saving measures	66	30	4
b. Apply first aid measures for burns	71	25	4
2. Nuclear, Biological, Chemical			
a. Maintain protective mask and accessories	65	29	6
b. Put on protective mask	91	9	0
c. Take cover as protection against NBC hazards	66	30	4
d. Decontaminate self and individual equipment	43	47	10
e. Administer antidote to a nerve agent casualty	66	28	6
f. Identify NBC hazards and take appropriate actions	28	52	20
3. Individual Fitness			
a. Maintain individual physical fitness appropriate to unit mission	75	24	1
COMBAT TECHNIQUES			
1. Basic Individual Techniques			
a. Move under direct fire	49	41	10
b. React to indirect fire	50	34	16

Table 6 (cont)

## ESTIMATED DIFFICULTY IN TRAINING NEW ARRIVALS

Task Title	Easy	Moderately Difficulty	Very Difficult
	%	%	%
c. React to flares	66	24	10
d. Move over, through or around obstacles	52	38	10
e. Estimate range	43	34	23
f. Move as a member of a fire team	56	38	6
2. Camouflage, Cover, And Concealment			
a. Camouflage, Conceal self and individual equipment	66	26	6
b. Camouflage, Conceal equipment	62	34	4
c. Camouflage, Conceal defense positions	51	40	9
d. Select temporary battlefield positions	38	43	19
e. Construct individual defensive positions	44	43	13
f. Clear fields of fire	49	38	13
3. Security and Intelligence			
a. Use challenge and password	81	13	6
b. Process known or suspected enemy personnel	38	53	9
c. Collect/Report information-SALUTE	66	29	5
d. Recognize vulnerabilities of enemy armor to individual (M16A1 and M203) and crew served (M60) weapons	46	71	13
4. Communications			
a. Maintain tactical FM radios (AN/PRC-77, AN/VRC-64, and AN-GRC-160)	38	43	19

Table 6 (cont)

## ESTIMATED DIFFICULTY IN TRAINING NEW ARRIVALS

Task Title	Easy	Moderately Difficulty	Very Difficult
b. Prepare, operate tactical FM radios, (AN/PRC-77, AN/VRC-64, and AN-GRC-160)	44	40	16
c. Establish and enter or leave a radio net	31	46	23
d. Transmit or receive a radio message	54	28	18
<b>WEAPONS</b>			
<b>1. M16A1 Rifle</b>			
a. Maintain a M16A1 rifle, magazines and ammunition	85	12	3
b. Load and unload an M16A1 rifle magazine	93	4	0
c. Load, reduce a stoppage, unload, and clear an M16A1 rifle	82	18	0
d. Zero on M16A rifle	63	33	4
e. Engage targets with an M16A1 rifle	68	29	3
f. Prepare and use aiming and firing stakes for M16A1 rifle	69	28	3
<b>2. M203 Grenade Launcher</b>			
a. Maintain an M203 grenade launcher and ammunition	60	35	5
b. Load, unload and clear an M203 grenade launcher	74	23	3
c. Engage targets with an M203 grenade launcher and apply immediate action to reduce a stoppage	50	43	7
<b>3. Light Antitank Weapon (LAW)</b>			
a. Prepare an M72A2 LAW for firing; restore M72A2 LAW to carrying configuration	78	19	3



Table 6 (cont)

## ESTIMATE DIFFICULTY IN TRAINING NEW ARRIVALS

Task Title	Easy	Moderately Difficulty	Very Difficult
b. Engage targets with an M72A2 LAW	69	25	6
c. Apply immediate action to correct a malfunction on M72A2 LAW	66	28	6
4. Caliber .45 Pistol			
a. Maintain a caliber .45 pistol and ammunition	57	33	10
b. Load, reduce a stoppage, unload and clear a caliber .45 pistol	52	35	13
c. Engage a target with a caliber .45 pistol	51	37	12
5. M60 MG			
a. Load, reduce stoppage, unload and clear an M60 machinegun	54	37	9
b. Engage targets with an M60 machinegun	59	35	6
c. Maintain an M60 machinegun and ammunition	63	29	7
d. Zero an M60 machinegun	46	38	16
HANDGRENADES MINES AND DEMOLITIONS			
1. Handgrenades			
a. Maintain handgrenades	69	24	7
b. Engage enemy targets with handgrenades	71	23	6
2. Mines			
a. Install/recover an electrically armed claymore mine	49	38	13

Table 6 (cont)

## ESTIMATED DIFFICULTY IN TRAINING NEW ARRIVALS

Task Title	Easy	Moderately Difficulty	Very Difficult
b. Fire a claymore mine	65	28	7
c. Detect enemy mines	37	40	23
d. Emplace and recover M16A1 AP and M21 AT mines	29	47	24

Training managers and trainers cannot, at present, provide the training centers with meaningful feedback on the individuals they are receiving from the centers. The field units are expecting an individual that has been trained to standard and that sustains that skill level. Perhaps the centers encouraging this misconception through their literature aimed at unit training personnel such as FM 7-11B/C/CM. The individuals received by the units are not at the skill level expected. If skills are meant to be trained and re-trained at levels stated in the standards of performance, then individuals must be "overtrained" in the BCT/AIT cycle. If on the other hand, individuals are to be familiarized with the tasks in BCT/AIT and sustainment is to be left up to the units, unit training personnel must be made aware of this.

Communications between the CONUS school personnel and USAREUR training managers and personnel could produce a common understanding of what is intended to be produced in the schools and what is expected by the units. Such a dialogue could also point out the need for alterations in the number and other specifics regarding the individual tasks. Foremost, it could lead to improvement in the skill level of the individual soldier destined for a USAREUR unit.

# APPENDIX A

## SELF-ASSESSMENT INVENTORY AND SUMMARY OF RESPONSES

### DIRECTIONS

#### General

1. Listed below on the "Response Sheets" are a number of individual tasks the soldier is expected to perform in combat. We are asking that you respond to three questions about each task.
2. Please record all of your answers on the "Response Sheet."
3. Complete the section at the top of the response sheet in the manner shown below.

Example:

Rank E3 MOS 11B  
 BCT Unit A Co., 7th Bn., 2d Bde. AIT Unit D Co., 14th Bn., 1st Bde.  
 & Location Ft. Jackson, S.C. & Location Ft. Polk, L.A.

Question One and Two: GO/NO GO

Do you remember being trained and having to perform the tasks in Basic Combat Training (BCT) or Advanced Individual Training (AIT)?

- a. If you remember being trained, performing the task, and being informed that you passed or that your performance was a "GO", place a check (✓) in the space ( ) under "Yes Go".

Example:

TASK TITLE	GO/NO GO			
	Yes Go	Yes No Go	Train- ing	Not Sure

#### BATTLEFIELD SURVIVAL

##### 1. First Aid

- a. Apply the four life saving measures..... (✓) ( ) ( ) ( )

PRECEDING PAGE BLANK



b. If you remember being trained, performing the task, and being informed that you did not pass or that your performance was a "No Go", place a check (✓) in the space ( ) under "Yes No Go".

Example:

TASK TITLE	GO/NO GO			
	Yes Go	Yes No Go	Train- ing	Not Sure

#### BATTLEFIELD SURVIVAL

##### 1. First Aid

- a. Apply the four live saving measures..... ( ) (✓) ( ) ( )

c. If you were not trained to perform the task, place a check (✓) in the space ( ) under "No Training".

Example:

TASK TITLE	GO/NO GO			
	Yes Go	Yes No Go	Train- ing	Not Sure

#### BATTLEFIELD SURVIVAL

##### 1. First Aid

- a. Apply the four life saving measures..... ( ) ( ) (✓) ( )

d. If you are not sure that you were trained to perform a certain task, place a check (✓) in the space ( ) under "Not Sure."

TASK TITLE	GO/NO GO			
	Yes Go	Yes No	Train- Go ing	Not Sure

#### BATTLEFIELD SURVIVAL

##### 1. First Aid

- a. Apply the four life saving measures..... ( ) ( ) ( ) (✓)

#### QUESTION THREE: ADDITIONAL TRAINING

Could you perform the tasks at unit level standards today without additional training?

- a. If you think that you definitely need additional training in order to perform the tasks, place a check (✓) in the space ( ) under "Yes".

Example:

TASK TITLE	ADDITIONAL TRAINING		
	Yes	Probably	No

#### BATTLEFIELD SURVIVAL

##### 1. First Aid

- a. Apply the four life saving measures..... (✓) ( ) ( )

b. If you think that you could probably perform the task without additional training, place a check (✓) in the space ( ) under "Probably".

Example:

TASK TITLE	ADDITIONAL TRAINING		
	Yes	Probably	No

#### BATTLEFIELD SURVIVAL

##### 1. First Aid

- a. Apply the four life saving measures..... ( )      (✓)      ( )

c. If you think you definitely do not need additional training in order to perform the task, place a check (✓) in the space ( ) under "No".

Example:

TASK TITLE	ADDITIONAL TRAINING		
	Yes	Probably	No

#### BATTLEFIELD SURVIVAL

##### 1. First Aid

- a. Apply the four life saving measures..... ( )      ( )      (✓)

4. Do you have any questions?

5. If you have any questions at a later time, please ask.

THANK YOU FOR PARTICIPATING IN THIS STUDY.

# RESPONSE SHEET

RANK _____		MOS _____			
BCT UNIT & LOCATION _____		AIT UNIT _____			
TASK TITLE	GO/NO GO			ADDITIONAL TRAINING	
	Yes Go	Yes No Go	No Training	Yes	Probably No
<b>BATTLEFIELD SURVEY</b>					
37 1. First Aid					
a. Apply the four life saving measures.....	96*	1	0	13	28 59
b. Apply first aid measures for burns.....	60	1	25	32	36 32
2. Nuclear, Biological, Chemical					
a. Maintain protective mask and accessories.....	93	2	2	12	17 71
b. Put on protective mask .....	91	3	2	16	11 73
c. Take cover as protection against NBC hazards.....	85	0	5	17	27 56
d. Decontaminate self and individual equipment.....	81	4	7	21	28 51
e. Administer antidote to a nerve agent casualty.....	75	3	11	21	33 46
f. Identify NBC hazards and take appropriate actions.....	78	0	10	26	25 49

\*Percentages are based on responses of 109 subjects.



TASK TITLE	GO/NO GO				ADDITIONAL TRAINING		
	Yes Go	Yes No Go	No Train- ing	Not Sure	Yes	Probably	No
3. Individual Fitness							
a. Maintain individual physical fitness appropriate to unit mission.....	92	2	1	5	19	14	67
COMBAT TECHNIQUES							
1. Basic Individual Techniques							
a. Move under direct fire							
.....	89	3	4	4	22	22	56
b. React to indirect fire							
.....	90	3	2	5	22	20	58
c. React to flares							
.....	95	1	1	3	18	11	71
d. Move over, through or around obstacles.....	88	2	4	6	19	17	64
e. Estimate range							
.....	78	6	9	7	29	31	40
2. Camouflage, Cover, and Concealment							
a. Camouflage, Conceal self and individual equipment.....	92	2	2	4	17	11	72
b. Camouflage/Conceal equipment.....	84	3	7	6	18	17	65
c. Camouflage/Conceal defensive positions.....	89	1	5	5	21	15	64
d. Select temporary battlefield positions.....	84	3	5	8	23	17	60
e. Construct individual defensive positions.....	89	1	5	5	13	20	67
f. Clear fields of fire							
.....	84	1	5	10	14	26	60

TASK TITLE	GO/NO GO			ADDITIONAL TRAINING		
	Yes Go	Yes No Go	No Train- ing	Not Sure	Yes	Probably No
3. Security and Intelligence						
a. Use challenge and password	94	2	2	2	16	73
b. Process known or suspected enemy personnel	81	2	7	10	22	61
c. Collect/Report information-SALUTE	95	1	2	2	15	72
4. Communications						
a. Maintain tactical FM radios (AN/PRC-77, AN/VRC-64, and AN/GRC-160)	53	1	33	13	43	28
b. Prepare, operate tactical FM radios (AN/PRC-77, AN/VRC-64, and AN-GRC-160)	65	2	22	11	41	35
c. Establish and enter or leave a radio net	37	4	38	21	50	27
d. Transmit or receive a radio message	54	3	31	12	41	37
WEAPONS						
1. M16A1 Rifle						
a. Maintain a M16A1 rifle, magazines and ammunition	97	1	0	2	16	78
b. Load and unload an M16A1 rifle magazine	95	1	3	1	14	81
c. Load, reduce a stoppage, unload, and clear an M16A1 Rifle	96	1	2	1	14	74
d. Zero an M16A1 rifle	97	1	0	2	16	72
e. Engage targets with an M16A1 rifle	97	0	1	2	16	77

TASK TITLE	GO/NO GO			ADDITIONAL TRAINING		
	Yes Go	Yes No Go	No Train- ing	Not Sure	Yes	Probably No
2. M203 Grenade Launcher						
a. Maintain an M203 grenade launcher and ammunition.....	88	2	5	5	25	16 59
b. Load, unload and clear an M203 grenade launcher.....	91	1	4	4	18	17 65
c. Engage targets with an M203 grenade launcher and apply immediate action to reduce a stoppage.....	82	3	7	8	25	16 59
3. Light Antitank Weapon (LAW)						
a. Prepare an M72A2 LAW for firing: restore M72A2 LAW to carrying configuration.....	94	1	3	2	15	6 79
b. Engage targets with an M72A2 LAW.....	87	3	5	5	17	15 68
c. Apply immediate action to correct a malfunction on M72A2 LAW.....	88	3	5	4	17	15 68
4. Caliber .45 Pistol						
a. Maintain a caliber .45 pistol and ammunition.....	10	1	87	2	60	19 21
b. Load, reduce a stoppage, unload and clear a caliber .45 pistol.....	9	1	88	2	59	23 18
c. Engage a target with a caliber .45 pistol.....	9	1	88	2	60	19 21

TASK TITLE	GO/NO GO			ADDITIONAL TRAINING		
	Yes Go	Yes No Go	No Train- ing	Not Sure	Yes	Probably No
<b>HANDGRENADES MINES AND DEMOLITIONS</b>						
1. Handgrenades						
a. Maintain handgrenades						
.....	85	1	9	5	20	18 62
b. Engage enemy targets with handgrenades.....	97	1	0	2	15	14 71
2. Mines						
a. Install/recover an electrically armed claymore mine.....	87	5	5	3	20	18 62
b. Fire a claymore mine	82	2	12	4	20	15 65
c. Detect enemy mines	78	3	12	7	32	24 44
.....						
<b>COMBAT TECHNIQUES</b>						
1. Basic Individual Techniques						
a. Move as a member of a fire team.....	96	2	0	2	16	13 71
2. Security and Intelligence						
a. Recognize vulnerabilities of enemy armor to individual (M16A1 and M203) and crew served (M60) weapons..	81	1	10	8	24	25 51
<b>WEAPONS</b>						
1. M16A1 Rifle						
a. Prepare and use aiming and firing stakes for M16A1 rifle.....	88	1	4	7	19	20 61



TASK TITLE	GO/NO GO				ADDITIONAL TRAINING		
	Yes Go	Yes No Go	No Train- ing	Not Sure	Yes	Probably	No
2. M60 MG							
a. Load, reduce stoppage, unload, and clear an M60 machinegun.....	93	3	2	2	17	21	62
b. Engage targets with an M60 machinegun.....	86	4	5	5	20	22	58
c. Maintain an M60 machinegun and ammunition.....	83	3	5	9	23	21	56
d. Zero an M60 machinegun .....	64	3	22	11	32	22	46
HANDGRENADES, MINES, AND DEMOLITIONS							
1. Mines							
a. Emplace and recover M16A1 AP and M21 AT mines.....	70	4	15	11	38	26	36
WEAPONS							
HAW (106-MM RCLR)							
a. Maintain caliber .50 spotting rifle, NBC.....	12	3	76	9	66	21	13
b. Load, reduce a stoppage unload and clear the caliber .50 spotting rifle, NBC.....	13	3	76	8	66	22	12
c. Maintain the 106mm RCLR .....	3	2	89	6	70	19	11
d. Load, reduce a stoppage, unload clear 106-mm RCLR.....	2	1	89	8	71	19	10
e. Engage targets with 106-mm RCLR .....	4	1	87	8	70	19	11

## APPENDIX B

### SQUAD AND PLATOON LEADER QUESTIONNAIRE INSTRUCTIONS

This questionnaire is part of a research project for the Seventh Army Training Command. The project is concerned with the state of initial training of newly assigned personnel.

This questionnaire is completely anonymous. Your responses will be kept confidential, so please do not sign your name to the questionnaire.

We are asking that you give each question careful consideration and answer as frankly as possible. Your responses will be most valuable in providing important information about initial training of incoming soldiers.

#### DIRECTIONS

1. Listed below on the "Response Sheets" are a number of individual tasks the soldier is expected to perform in combat. We are requesting that you respond to several questions about each task.

2. Please record your answers in the space provided on the "Response Sheets."

3. Please read each of the questions below before starting. Refer back to these questions whenever necessary.

a. What percentage of incoming soldiers just out of AIT or One Station Unit Training, (OSUT) are able to perform to standard each of the tasks upon arrival in your unit?

b. How difficult is each task to teach at the unit level?

c. How soon after arrival in the unit must the soldier perform the tasks?

d. During which events or exercises do the soldiers have to perform the tasks?

e. Which of the tasks should be deleted from the BCT, AIT and/or OSUT programs?

f. In addition to those tasks which you think should be kept in the BCT, AIT and/or OSUT programs, what other individual tasks should the soldier be able to perform upon arrival?

APPENDIX B1

SUMMARY OF RESPONSES ON PERCENTAGES OF  
SOLDIERS PERFORMING TO STANDARD, DIFFICULTY  
IN TEACHING TASK, AND TIME BEFORE SOLDIERS  
MUST PERFORM TASKS



TASK TITLE	Percentage of incoming soldiers that can perform to standard %	Difficulty in teaching task at unit level			Time in the unit before the soldier must perform the task				
		Easy	Mod. Dif.	Very Dif.	Upon Arrival	Within 1-3 mo.	Within 4-6 mo.	Within 6-12 mo.	After 12 mo.
BATTLEFIELD SURVIVAL									
1. First Aid									
a. Apply the four life saving measures	59	66*	30	4	18*	47	22	12	1
b. Apply first aid measures for burns	56	71	25	4	18	40	24	17	1
2. Nuclear, Biological, Chemical									
a. Maintain protective mask and accessories	51	65	29	6	35	44	13	8	0
b. Put on protective mask	82	91	9	0	51	37	9	3	0
c. Take cover as protection against NBC hazards	54	66	30	4	21	47	23	6	3
d. Decontaminate self and individual equipment	48	43	47	10	22	49	19	6	4
e. Administer antidote to a nerve agent casualty	56	66	28	6	28	43	19	4	6
f. Identify NBC hazards and take appropriate actions	38	28	52	20	16	41	19	18	6

\* The numbers presented here are percentages based on the frequency with which the squad and platoon leaders checked a response. The total sample size was 68.

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TASK TITLE	Percentage of incoming soldiers that can perform to standard %	Difficulty in teaching task at unit level			Time in the unit before the soldier must perform the task					
		Easy	Mod. Dif.	Very Dif.	Upon Arrival	Within 1-3 mo.	Within 4-6 mo.	Within 6-12 mo.	After 12 mo.	
3. Individual Fitness										
a. Maintain individual physical fitness appropriate to unit mission	82	75	24	1	62	32	4	2	0	
COMBAT TECHNIQUES										
1. Basic Individual Techniques										
a. Move under direct fire	58	49	41	10	13	60	18	9	0	
b. React to indirect fire	49	50	34	16	10	54	21	13	2	
c. React to flares	53	66	24	10	16	50	21	10	3	
d. Move over, through or around obstacles	63	52	38	10	15	56	16	13	0	
e. Estimate range	46	43	34	23	10	50	22	12	6	
2. Camouflage, Cover, And Concealment										
a. Camouflage, Conceal self and individual equipment	65	66	27	7	16	53	21	7	3	
b. Camouflage, Conceal equipment	61	62	34	4	15	54	22	7	2	
c. Camouflage, Conceal defensive positions	60	51	40	9	13	56	22	6	3	
d. Select temporary battlefield positions	44	38	43	19	10	49	31	4	6	
e. Construct individual defensive positions	50	44	43	13	19	41	25	5	10	

TASK TITLE	Percentage of incoming soldiers that can perform to standard	Difficulty in teaching task at unit level				Time in the unit before the soldier must perform the task				
		Easy	Mod. Dif.	Very Dif.	Upon Arrival	Within 1-3 mo.	Within 4-6 mo.	Within 6-12 mo.	After 12 mo.	
f. Clear fields of fire	51	49	38	13	15	49	26	3	7	
3. Security and Intelligence										
a. Use challenge and password	65	81	13	6	38	44	13	5	0	
b. Process known or suspected enemy personnel	42	38	53	9	13	50	27	7	3	
c. Collect/Report information-SALUTE	47	66	29	5	16	62	18	4	0	
4. Communications										
a. Maintain tactical FM radios (AN/PRC-77, AN/VRC-64, and AN-GRC-160)	30	38	43	19	15	51	22	9	3	
b. Prepare, operate tactical FM radios, (AN/PRC-77, AN/VRC-64, and AN-GRC-160)	33	44	40	16	16	49	22	9	4	
c. Establish and enter or leave a radio net	24	31	46	23	18	44	22	12	4	
d. Transmit or receive a radio message	34	54	28	18	22	48	18	9	3	
WEAPONS										
1. M16A1 Rifle										
a. Maintain a M16A1 rifle, magazines and ammunition	80	85	12	3	57	37	4	0	2	
b. Load and unload an M16A1 rifle magazine	88	93	7	0	60	34	6	0	0	
c. Load, reduce a stoppage, unload, and clear an M16A1 rifle	77	82	18	0	44	50	6	0	0	

TASK TITLE	Percentage of incoming soldiers that can perform to standard %	Difficulty in teaching task at unit level			Time in the unit before the soldier must perform the task				
		Easy	Mod. Dif.	Very Dif.	Upon Arrival	Within 1-3 mo.	Within 4-6 mo.	Within 6-12 mo.	After 12 mo.
d. Zero an M16A rifle	70	63	33	4	44	38	16	2	0
e. Engage targets with an M16A1 rifle	77	68	29	3	41	40	16	3	0
2. M203 Grenade Launcher									
a. Maintain an M203 grenade launcher and ammunition	56	60	35	5	31	47	16	4	2
b. Load, unload and clear an M203 grenade launcher	61	74	23	3	27	48	13	9	3
c. Engage targets with an M203 grenade launcher and apply immediate action to reduce a stoppage	49	50	43	7	20	43	22	9	6
3. Light Antitank Weapon (LAW)									
a. Prepare an M72A2 LAW for firing: re-store M72A2 LAW to carrying configuration	64	78	19	3	25	47	19	9	0
b. Engage targets with an M72A2 LAW	61	69	25	6	18	51	19	10	2
c. Apply immediate action to correct a malfunction on M72A2 LAW	49	66	28	6	18	51	24	7	0
4. Caliber .45 Pistol									
a. Maintain a caliber .45 pistol and ammunition	40	57	33	10	19	41	16	12	12



TASK TITLE	Percentage of incoming soldiers that can perform to standard %	Difficulty in teaching task at unit level			Time in the unit before the soldier must perform the task				
		Easy	Mod. Dif.	Very Dif.	Upon Arrival	Within 1-3 mo.	Within 4-6 mo.	Within 6-12 mo.	After 12 mo.
b. Load, reduce a stoppage, unload and clear a caliber .45 pistol	37	52	35	13	19	31	24	13	13
c. Engage a target with a caliber .45 pistol	42	51	37	12	13	32	25	15	5
HANDGRENADES MINES AND DEMOLITIONS									
1. Handgrenades									
a. Maintain handgrenades	49	69	24	7	15	41	21	15	8
b. Engage enemy targets with handgrenades	61	71	23	6	18	40	22	16	4
2. Mines									
a. Install/recover an electrically armed claymore mine	44	49	38	13	12	44	25	16	3
b. Fire a claymore mine	58	65	28	7	22	37	25	12	4
c. Detect enemy mines	30	37	40	23	15	32	25	19	9
COMBAT TECHNIQUES									
1. Basic Individual Techniques									
a. Move as a member of a fire team	55	56	38	6	23	53	16	6	2
2. Security and Intelligence									
a. Recognize vulnerabilities of enemy armor to individual (M16A1 and M203) and crew served (M60) weapons	36	46	71	13	13	50	24	10	3

TASK TITLE	Percentage of incoming soldiers that can perform to standard %	Difficulty in teaching task at unit level			Time in the unit before the soldier must perform the task					
		Easy	Mod. Dif.	Very Dif.	Upon Arrival	Within	Within	Within	After 12 mo.	
						1-3 mo.	4-6 mo.	6-12 mo.		
WEAPONS										
1. M16A1 Rifle										
a. Prepare and use aiming and firing stakes for M16A1 rifle	50	69	28	3	21	40	26	9	4	
2. M60 MG										
a. Load, reduce stoppage, unload and clear an M60 machinegun	44	54	37	9	22	44	25	5	4	
b. Engage targets with an M60 machinegun	50	59	35	6	19	38	24	12	7	
c. Maintain an M60 machinegun and ammunition	47	63	29	7	24	44	24	4	4	
d. Zero an M60 machinegun	35	46	38	16	21	34	22	13	10	
HANDGRENADES, MINES, AND DEMOLITIONS										
1. Mines										
a. Emplace and recover M16A1 AP and M21 AT mines	23	29	47	24	13	24	32	16	15	

APPENDIX B2

EVENTS IN WHICH SOLDIER MUST PERFORM  
AND TASKS TO BE DELETED

	Events or Exercises in Which the Soldier Must Perform Task							Tasks that should be deleted from BCT, AIT, and/or OSUT.
	ARTEP	SQT	FTX	EIB	EFMB	NBC	REAL-TRAIN	OTHER
BATTLEFIELD SURVIVAL								
1. First Aid								
a. Apply the four life saving measures	43*	47	24	57	10	27	20	1
b. Apply first aid measures for burns	27	44	24	51	10	25	20	1
2. Nuclear, Biological, Chemical								
a. Maintain protective mask and accessories	46	49	36	49	6	51	21	1
b. Put on protective mask	52	58	46	50	6	51	34	2
c. Take cover as protection against NBC hazards	51	39	40	39	4	49	20	1
d. Decontaminate self and individual equipment	40	44	35	40	3	47	17	2
e. Administer antidote to a nerve agent casualty	41	42	35	41	4	45	13	1
f. Identify NBC hazards and take appropriate actions	47	44	37	42	3	44	19	1

\*The numbers that appear on the following pages are frequencies.



	Events or Exercises in Which the Soldier Must Perform Task								Tasks that should be deleted from BCT, AIT, and/or OSUT.
	ARTEP	SQT	FTX	EIB	EFMB	NBC	REAL- TRAIN	OTHER	
3. Individual Fitness									
a. Maintain individual physical fitness appropriate to unit mission	39	46	36	47	8	18	26	7	2
COMBAT TECHNIQUES									
1. Basic Individual Techniques									
a. Move under direct fire	57	32	49	33	6	9	31	4	1
b. React to indirect fire	55	1	48	29	4	9	27	3	1
c. React to flares	50	28	47	27	4	7	24	2	1
d. Move over, through or around obstacles	55	30	46	33	6	8	26	3	1
e. Estimate range	39	33	32	42	2	8	19	2	2
2. Camouflage, Cover, and Concealment									
a. Camouflage, conceal self and individual equipment	52	41	47	45	8	8	29	2	
b. Camouflage, conceal equipment	53	31	46	40	5	7	28	1	
c. Camouflage/conceal defensive positions	55	31	49	37	0	4	30	2	
d. Select temporary battlefield positions	53	27	47	24	0	5	28	2	1
e. Construct individual defensive positions	53	25	50	23	0	3	24	2	1
f. Clear fields of fire	49	26	45	24	2	5	22	2	1

	Events or Exercises in Which the Soldier Must Perform Task							Tasks that should be deleted from BCT, AIT, and/or OSUT.
	ARTEP	SQT	FTX	EIB	EFMB	NBC	REAL-TRAIN	OTHER
3. Security and Intelligence								
a. Use challenge and password	48	36	47	40	3	5	20	3
b. Process known or suspected enemy personnel	43	37	43	39	4	4	18	2
c. Collect/report information SALUTE	51	38	46	37	1	7	17	3
4. Communications								
a. Maintain tactical FM radios (AN/PRC-77, AN/VRC-64, and AN/GRC-160)	45	47	45	43	2	6	22	4
b. Prepare, operate tactical FM radios (AN/PRC-77, AN/VRC-64 and AN/GRC-160)	47	52	43	45	5	7	23	3
c. Establish and enter or leave a radio net	43	42	40	38	5	6	21	3
d. Transmit or receive a radio message	45	48	44	40	6	7	20	3
WEAPONS								
1. M16A1 Rifle								
a. Maintain a M16A1 rifle, magazines and ammunition	50	64	48	44	5	9	25	3
b. Load and unload an M16A1 rifle magazine	46	45	45	41	2	8	20	3
c. Load, reduce a stoppage, unload, and clear an M16A1 rifle	46	42	43	43	0	6	19	3
d. Zero an M16A1 rifle	28	36	23	36	0	1	8	5

	Events or Exercises in Which the Soldier Must Perform Task								Tasks that should be deleted from BCT, AIT, and/or OSUT.
	ARTEP	SQT	FTX	EIB	EFMB	NBC	REAL- TRAIN	OTHER	
e. Engage targets with an M16A1 rifle	30	33	28	36	0	3	14	4	
2. M203 Grenade Launcher									
a. Maintain an M203 grenade launcher and ammunition	46	41	40	41	2	3	21	3	1
b. Load, unload and clear an M203 grenade launcher	36	40	32	42	2	2	17	3	1
c. Engage targets with an M203 grenade launcher and apply immediate action to reduce a stoppage	34	32	31	33	2	1	15	4	1
3. Light Antitank Weapon (LAW)									
a. Prepare an M72A2 for firing; restore M72A2 LAW to carrying configuration	43	51	34	47	2	4	18	3	1
b. Engage targets with an M72A2 LAW	38	42	32	37	2	3	16	3	1
c. Apply immediate action to correct a malfunction on an M72A2 LAW	37	48	29	43	2	4	16	3	1
4. Caliber .45 Pistol									
a. Maintain a caliber .45 pistol and ammunition	28	35	24	36	2	3	12	1	4
b. Load, reduce a stoppage, unload and clear a caliber .45 pistol	23	32	18	36	1	2	9	3	4
c. Engage a target with a caliber .45 pistol	17	20	19	24	1	1	7	2	4

	Events or Exercises in Which the Soldier Must Perform Task								Tasks that should be deleted from BCT, AIT, and/or OSUT.
	ARTEP	SQT	FTX	EIB	EFMB	NBC	REAL- TRAIN	OTHER	
HANDGRENADES MINES AND DEMOLITIONS									
1. Handgrenades									
a. Maintain handgrenades	25	37	18	39	2	1	7	2	
b. Engage enemy targets with handgrenades	25	45	18	41	3	2	13	2	
2. Mines									
a. Install/recover an electrically armed claymore mine	25	50	19	47	2	2	10	1	1
b. Fire a claymore mine	25	46	19	52	2	1	10	1	1
c. Detect enemy mines	29	34	24	41	1	3	11	1	1
COMBAT TECHNIQUES									
1. Basic Individual Techniques									
a. Move as a member of a fire team	54	37	43	32	1	7	28	1	
2. Security and Intelligence									
a. Recognize vulnerabilities of enemy armor to individual (M16A1 and M203) and crew served (M60) weapons	43	39	33	32	2	2	18	2	
WEAPONS									
1. M16A1 Rifle									
a. Prepare and use aiming and firing stakes for M16A1 rifle	44	34	33	37	0	2	17	1	1



	Events or Exercises in Which the Soldier Must Perform Task								Tasks that should be deleted from BCT, AIT, and/or OSUT.
	ARTEP	SQT	FTX	EIB	EFMB	NBC	REAL- TRAIN	OTHER	
2. M60 MG									
b. Engage targets with an M60 machinegun	35	34	26	37	1	2	15	1	
c. Maintain an M60 machinegun and ammunition	39	41	35	39	2	3	17	4	
d. Zero an M60 machinegun	21	25	20	25	2	2	9	5	2
HANDGRENADES, MINES, AND DEMOLITIONS									
1. Mines									
5 a. Emplace and recover M16A1 AP and M21 AT mines	27	28	20	35	2	2	11	3	5

### APPENDIX B3

#### COMMENTS AND SUGGESTED TASKS BY SQUAD AND PLATOON LEADERS

Mechanized Inf. movement. The soldier should be trained and not rushed through the course.

Much more training on recognition of Soviet and NATO AFV's also start aircraft recognition. Here in USAREUR these skills are important and there is not enough training if any. More on NBC - all phases. Most mech trained men arrive in USAREUR and know next to nothing about M113S. More anti-armor (TOW, DRAGON, etc.)

More on weapons should be taught because one of their main jobs as 11B is shoot. (Commo does not need to be taught because they need more detailed instruction than what DI's can give them and I think it would be easier to give them this at their unit). Map reading should be emphasized much more. Classes on LES and jumps pay system. Allotments, bonds, taxes should all be taught.

Land navigation, they never get to good with a map.

Map reading should be emphasized much more, UCMJ and the effects of the punishment, classes on LES and JUMPS pay system, allotments, bonds, taxes, etc. should be explained.

I believe that very little emphasis is put on crewserved weapons (M60 & 50 cal). Their should be better training on this subject. Map reading should be added to AIT. When a new man comes in he doesn't even know which way north is.

More information on M113s & 45s, range cards, and M203s.

Dig fox holes. Make sand bag emplacements.

Bayonet training, hand to hand combat, and Pugi Stick Training should be reinstated. In Europe, given a foggy day, we will have problems with engaging the enemy, because they will be so close before they can be seen that the TOW or Dragon cannot arm before hitting the target.

Hand to hand skills not only will increase confidence, but in our esprit building task.

1. Tasks that has to do with a M113A1.
2. Hand to hand should be incorporated.
3. I feel a tasks should have to be completed more than just once to re-evaluate completion of the standard. In short, "Repetition." Training at basic or advance stages should be lengthened to develop a solid foundation of the task.

#### 4. Military Courtousy.

The standard of military courtousy shown in todays' soldier is lacking in every aspect, which hinders the amount of training that can be absorbed.

1. Should be taught move on mines.
2. Map reading (land navigation).
3. How to gather information and report it.
4. The correct methods of radio procedures.
5. Techniques of close in combat (hand to hand, bayonet, etc.)

Maintenance - the incoming soldier cannot perform even the simplest maintenance such as cleaning there own equipment let alone weapons and vehicles.

Basic Weapon Markmanship maintenance knowledge.

General knowledge NBC, Intelligence, Combat self-preservation.

More individual training squad and Platoon level, i.e., assign a squad a mission and let them do it.

Should be gassed more. Should be given POT on UCMJ. Should be more proficient in art of soldiering.

Only once should gas be administered to trainees. This might eliminate all hesitation that might come about from working with the protective mask. Dragon and other new weapons systems.

Many of the new soldiers are familiar with a lot of things, but proficient in just a few. They should be taught more or most of the subjects in this questionnaire. The reason being, that there is very little time given to train the soldiers properly. Most of them have to put together what they observe others doing with what little amount anyone has been able to teach them to get half way trained. There is just to little available time to train them properly in the units. So as a result, they should be pretty well trained before they get to their unit.

Physical fitness. More emphasis must be placed on the arms and upper torso. Running is good but it is not enough.

Basic rifle marksmanship - the average soldier is afraid of his weapon and hits stationary targets less than 50% of the time. It is my opinion that the trainers in TRADOC have forgotten that the rifle is the basic weapon.

No additional tasks that I can think of off hand. More attention should be given to all classes of instruction to all troops going through AIT or any other course given. The instructors that I have seen and have had in all courses of this type training have hurried through or have left important subjects unanswered or avoided. It's not the instructor's ass that's going to get blown away in combat, but the soldiers. They should give more detailed instruction to troops.

They should not add tasks to BCT, AIT, etc. I feel they should spend more time in teaching what they have already. More time is needed before shipping the trainee to TO & E unit.

Training units keep passing on tasks to the receiving unit. "Don't worry about it, your permanent unit will teach you that. This is wrong, incoming soldiers should have a higher level of skill.

No additional tasks are needed, but improvement of performance of these tasks is required. I can't over emphasize the need of improvement in teaching. Maybe more hands on training is need or the teaching staff are not performing up to standard.

Limited resources keep us from training our people in everything they need to know. Consequently, only a few selected Inds get thoroughly trained in any one task or set of tasks. Example, use of FM radios.

As a weapons plt leader, I am shocked at llc's coming into the unit who have never hung a round, and have never worked with a gun, who don't know how many mils there are in a circle, what an M-16 plotting board is. The list is endless. The level of training must go up. Untrained troops in a combat ready unit are worse than useless.

The majority of the troops are not as physical fit as they should be in order to accomplish missions in field exercises. The troops also do not know how to maintain, zero, or fire the 50 cal's or M60s. Also the troops are not trained enough to perform in mechanized companies. All the way through the questionnaire it ask "Difficulty in teaching tasks at unit level." If the troops were better trained in BCT & AIT we as NCOs could spend more time polishing or making the troops more proficient in their jobs and teaching them more than they already know. But as it is, we have to keep doing the jobs of the BCT/AIT committees.

Today's soldier is one who is trained very little about his job. He is given little bits here and there. He does not maintain his training. Once he leaves BCT or AIT he thinks it is all over. Once arriving at his unit, he fails to maintain what he was taught. As a result, he has to be retrained. Most of today's soldiers can't find work. What we need is a soldier who wants to be in the army. Who wants to learn and maintain what he is taught. A soldier who know that his job is to defend at any cost. Because he is a well trained and well discipline soldier. That would make our job in the unit a lot easier.



I wouldn't know of any additions but I believe that they should spend much more time in certain areas. Small arms is one area where most new people lack knowledge. Most new people don't know how to clear, disassemble, or load the 45 cal, M60, or 50 cal. TOW is another area where most people are lacking.

If a soldier knew 50% of all the task in this questionnaire, he would be combat ready. When he arrives at his unit, the squad leader could keep him trained to standard through classes and training programs.

I am not sure of the reason why this is so, but for some reason new soldiers arriving in this unit are very poorly trained. If a soldier is taught nothing else, he must know the following:

1. He must be able to read a map and compass.
  - a. Not just get 8 digit coordinates.
  - b. Not just describe a terrain feature.
  - c. Not just tell me the basic colors.
2. He must be able to use a radio.
  - a. That means put it into operation.
  - b. That means enter a net correctly.
  - c. That means use a CEOI.
3. He must be able to shoot a rifle.
  - a. He must be taught marksmanship.
  - b. He must fully understand his weapon.

If every soldier knew the above on the day of his arrival, I would consider that he had been basically trained, but such is not the case. Usually, he arrives unable to find himself on a map, unable to call another station. on a radio, and unable to hit a target with a rifle. In short, in my opinion, our soldiers arrive untrained.

When an individual completes BCT he should be sent directly to a TOE unit so he can be trained according to that units mission.

The Army's policy should be changed to only H.S. Graduates and at the age of 19 be allowed to enter the Armed Forces. We are getting to many duds coming in! Mommy's boys!

Explanation to the recruit going overseas that he is here for 36 months instead of the 16 months on his guarantee. Some of these guys are really getting messed up by thinking their contract guarantees that they rotate in 16 months. The effects of being overseas and away from all family and friends for long periods of time. Some of these guys are only 17 and away for the first time.

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1. Survival and field expedient methods.
2. Combat techniques (Individual Tng on Patrolling).
3. Land navigation (map reading and compass).
4. Hand grenades, mines, booby traps.
5. Gathering and reporting enemy information.
6. Obedience to orders and discipline (military).

Most of all the BCT/AIT soldiers need to work on those areas listed above. I feel that the unit cannot bring them up in the majority of those subjects; providing the time for individual training as well as unit training. I have observed during training that individuals do not get the opportunity to put into practice what they previously learned during BCT/AIT. More time should be allowed for squad training as well as individual training. If we can better our training in individual and small unit (squad) training we could have a better unit as well as a better fit for a combat Army.

Few soldiers know completely any of their tasks.

General knowledge - is when they do not know general orders, or what they know. When asking a man a question, many times he knows the answer, but he does not know what the answer means.

To teach each man to think for himself and to work as a unit not as a robot.